

Welfare Activities and Employee's Satisfaction

Shivam Tiwari^{1*}, Dr. L. B. Sharma²

¹ Research Scholar, Lucknow School of Commerce and Management

² Professor Mait, Lucknow School of Commerce and Management

Abstract - Various pharmaceutical businesses' workers' feelings about their jobs are the focus of this research. Worker job satisfaction elements are examined in relation to their influence on the overall satisfaction of workers as a whole. The study also examines the effects of medication type, work experience, age, and sex variations on perceptions regarding job satisfaction. The findings reveal that compensation, efficiency in work, fringe supervision, and co-worker relations are the most significant elements in job happiness. Employees in the pharmaceutical industry are generally happy with their jobs. The questionnaires were employed as a convenient sample approach to gather the essential data. The 51 garment factories in and around Bangalore, Karnataka, provided 250 legitimate replies. After excluding 26 unreliable answers, we had just 224 valid replies left. The study will utilise a quantitative approach to examine the relationship between job satisfaction and employee well-being. There have been several welfare reforms that have been carried out by the government. In addition, the labour unions assist workers in obtaining the necessary welfare benefits. Benefits for workers are an absolute need for any business. From one company to the next, it might differ greatly.

Keywords - welfare Facilities, Employee Satisfaction, Organisation, Job Satisfaction

----- X -----

INTRODUCTION

A company's greatest asset, whether in the service or industrial sectors, is its workforce. Consequently, in today's business environment, organisations are providing better advantages to their workers and upholding high standards to keep them happy at their workplaces. Consequently, an organization's personnel might be fully happy if welfare measures are implemented for them. Working people's well-being can't be reduced to a single meaning at the same time as it is a dynamic concept that incorporates new welfare metrics with more traditional ones in response to societal developments. In the modern concept of employee welfare, each and every one of the firms' efforts to provide their employees with specialized offices and services, regardless of earnings or pay rates, is included. Support elements and not sparks, welfare administrations are critical to the health of an organization since they connect a local one to the productivity of a representative authority. A better quality of life for employees may be achieved via the provision of employee welfare amenities. Employee contentment, employee satisfaction, and organisational commitment were shown to have a strong and positive relationship with ethical culture. Some laws mandate employers to provide additional benefits to workers in addition to their earnings or salary, while others do not.

LITERATURE REVIEW

Logasakthi and Rajagopal (2013) they found that workers appreciate the perks provided by their employers in addition to the positive aspects of their employment. All hands are on deck to ensure the success of the organization where everyone works. All of an organization's employees are managed by the Human Resources division. And management offers all health, safety, and welfare measures that have been shown to improve workers' productivity and satisfaction on the Employee.

Nibedita Nanda et al.(2013) shows the difficulties and efficacy of industrial connection environment by investing in better welfare activities and facilities for their workers, leading to increased output, decreased expenses, increased profits, less workplace disputes, and more harmonious relationships, etc. Fundamentals of Human Resource Management by Garry Dessler defines employee relations as "the activity that involves establishing and maintaining the positive employee-employer relationships that leads to high productivity, motivation, optimism, and discipline and to maintain a favorable and comfortable work environment." It makes sense to have workers on your side whenever possible, whether you're

conducting a recruitment drive, overseeing a union organizing effort, requesting overtime, or doing any other duty.

Mohan and Panwar (2013) The Udaipur retail outlets provide their staff with both indoor and outdoor amenities, which raises morale, increases productivity, and ultimately improves the company's bottom line.

Satyanarayana and Reddi (2012) in their paper they mentioned that the general satisfaction levels of workers regarding welfare measures in the company cover is satisfactory. However, not all of them are happy with the welfare services given by the company. As a result, they advocated for expanding current social programs. The employee's quality of life and happiness both rise thanks to these welfare measures.

P. Swapna and N. Samuyelu (2011) the results of the research As a welfare state committed to a socialistic social structure, India recognizes the need of ensuring its workforce is happy and healthy by providing them with enough resources.

METHODOLOGY

A descriptive approach was used in the study. A example questionnaire for a preliminary pilot survey on a Likert scale with 5 as the highest ranking and 1 as the lowest ranking is produced based on the stated goals. More over half of the 63 questions in the instrument were about the employee's job satisfaction, while the other half were on their well-being. The target audience will be asked to fill out a questionnaire that has been produced.

The questionnaires were employed as a convenient sampling approach to get the required data.. A total of 250 accurate replies were gathered from the 51 clothing factories in and around Bangalore, India. Only 224 of the replies were deemed credible, with the remaining 26 being removed owing to incomplete data. The study will utilise a quantitative approach to examine the relationship between job satisfaction and employee welfare.

Design of questionnaire

Based on a comprehensive review of existing literature and prior research, the questionnaires were constructed based on six categories for measuring work satisfaction and two for measuring employee well-being. The following are the six characteristics of work satisfaction: Work Environment; Relationship & Cooperation; Training & Development; Compensation & Rewards; Facilities; Job security and welfare facilities like Health benefits and personal benefits were evaluated in this research. For each of the 51 garments that employed 224 people, data was gathered.

RESULT

Demographic Profiles of the Respondents

Figures in Table 1 show the findings of a percentage analysis used to examine the sample characteristics of the survey respondents such as their age and educational level as well as their years of work experience, monthly household income, and the kind of work they do,

Table 1 Sample Characteristics

	Percentage (N = 200)
Age	
Below 25	24.5
Between 26-30	54.5
Between 30-35	7.0
Between 36-40	13.0
Above 40	1.0
Educational Qualification	
Graduates	18.5
Post Graduates	13.5
Professionals	10.5
Others	28.0
Diploma	29.5
Years of Experience	
Below 1 Year	0.5
1-3 Years	10.0
4-6 Years	17.5
7-8 Years	17.5
Above 8 Years	54.5
Monthly Family Income (in Rs.)	
Upto Rs.20,000	21.5
Between 20,001 to 30,000	56.0
Above Rs. 30,000	22.5
Nature of Employment	
Semi-Skilled	81.0
Highly Skilled	19.0

Table 1 clearly shows that out of 200 respondents, the majority (54.5 percent) are between the ages of 26 and 30 years, followed by those under the age of 25 (24.5 percent), those between the ages of 36 and 40 (13.3 percent), those between the ages of 30 and 35 (7 percent), and those over the age of 40 (7 percent).

Diploma holders account for the largest percentage of those who took the survey (29.5%), followed by all others (28.0%), graduates (18.5%), postgraduates (13.5%), and professionals (13.5%). More than half of them have more than 8 years of experience, followed by those with between 4-6 years of experience, those with between 7-8 years of experience, and those with less than 1 year of experience (0.5 percent). More than half of the respondents earn between Rs. 20,001 and Rs. 30,000, followed by those earning between Rs. 20,000 and Rs. 30,000 and those earning between Rs. 20,000 and Rs. 30,000. (21.5 percent). Semi-skilled Workers make up 81.0 percent of the respondents, followed by Highly Skilled Workers (19.0 percent).

Status of Job Satisfaction of Employees in the Surveyed RMG

Workers/employees who participated in the survey were separated into two groups depending on their overall level of job satisfaction: those who were satisfied and those who were not. The calculated overall mean is 4.23 for this investigation. More over half of the employees questioned were pleased and less than half were dissatisfied with their jobs, according to an examination of the data (Table 2). In the research on employee job satisfaction, percentage analysis is used to meet one of the study's goals.

Table 2: Status of job satisfaction of employees

Status of job satisfaction	Number of respondents	Percentage of respondents
Satisfied	113	50.4
Unsatisfied	111	49.6

Relationship Between Job Satisfaction and Employee Welfare

An alternative hypothesis is formulated and evaluated using chi-square analysis in order to determine the link between job satisfaction and employee well-being. There were two types of employees: those who reported being content with their work and those who reported being dissatisfied, and the results are shown in table 3

Table 3: Relationship between job satisfaction and employee welfare

Status of Job satisfaction	Status of Satisfied	Employee welfare Unsatisfied	Table value c2	Calculated value c2	p value	Significance value
Satisfied	75	38	3.841	8.695	0.003	5%
Unsatisfied	52	59				

Status of Components of Employee Welfare

Employee satisfaction and dissatisfaction as measured by two aspects of employee well-being are shown in (Table 4)

Table 4: Status of components of employee welfare

SI no	Components of employee welfare	Number of employees	
		Satisfied	Unsatisfied
1	Personal facilities	139	85
2	Health facilities	154	70

CONCLUSION

Worker happiness is positively correlated with workplace wellbeing, according to the results of this study. As stated in the study's five goals, statistical methods were used to acquire the results. The findings of a number of researchers on employee wellbeing and work satisfaction are in line with those of this study. Health benefits ($r=0.33$) have the lowest correlation with employee welfare. In the author's opinion, the correlation study provides enough statistical support of the link between employee welfare facilities and work satisfaction, which leads to higher productivity. The study's sample size was limited to 200 participants. Only personnel working in a small number of industrial enterprises in Chennai were included in this exploratory study due to a lack of resources (both time and money). Employees of manufacturing businesses were asked to take part in this research using a non-random convenient sampling approach.

REFERENCE

1. K. Logasakthi & K. Rajgopal, "A Study on chemical industry health, safety & welfare measures the view Salem region, volume 1, issue 1, international journal of research business management, www.citeseerx, ist, PSU, Edu, 2013
2. Nibedita Nanda and Prof. JayaKrushna Panda (2013). Challenges and Effectiveness of Industrial Relation Environment in Indian industries: A study on Rourkela Steel Plant, Rourkela, Odisha, India, International Journal of Marketing, Financial Services & Management Research, Vol. 2, No. 6, pp.163-175
3. Mohan Reenu and Panwar J.S. (2013). Current trends in employee welfare measures schemes in Udaipur Retail Sector, International Journal of Scientific Research Review, Vol. 2, Issue 2, pp. 45-54
4. Satayanarayan M.R. and Redhi R.J. (2012): Labour welfare measure in cement industries in India. IJPSS Jour. Vol. 2 (7) PP. 257-254
5. Swapna P., & Samuyelu, N. (2011). Social Security Regarding Employee or Labor Welfare, VSRD International Journal of Business & Management Research, Vol. 1 (7), PP., 397-407
6. Viresh Mathur and Nair Manju, (2013). Industrial Relations – A Study of Perception of Managers of Tyre Industry, International Research Journal of Business and Management, Vol. 5, pp.74-83.
7. Tripathi, P.C. "Labour Welfare and Social Security", Personnel Management and Industrial Relations", Sultan Chand & Sons, New Delhi, 1998 pp 325-363.
8. Patro, C. S. (2017). Employee Welfare Measures in Public and Private Sectors: A Comparative Analysis. In Public Health and Welfare: Concepts, Methodologies, Tools, and Applications (pp. 1026-1042). IGI Global.
9. Rao, M. S., & Vidyanath, G. (2018). A Comparative Study of Effectiveness of Statutory Employee Welfare Measures-With Special Reference to Canteen Facility in Sugar Mills in Krishna District of Andhra Pradesh. International Journal of Emerging Research in Management and Technology, 6(11), 156-162
10. Salamon, L. M. (1987). Of market failure, voluntary failure, and third-party government: Toward a theory of government-nonprofit relations in the modern welfare state. Journal of voluntary action research, 16(1-2), 29-49.
11. R. Ramamoorthy, K.P. Thoojamani, Karthick K., study on effectiveness of welfare measure and employee morale; international journal of pure and applied mathematics; 1(16); (2017)
12. Dr. M. Surat Kumari and Mr. Mallareddy Tatareddy, Impact of employee welfare facilities on job satisfaction, EPRA International Journal of economic And Business Review, (2014)
13. Ravindra. K.B. (2013) - Labour Welfare Practices And Social Security In Industries - International Journal Of Research In Commerce, Economics & Management, Vol. 03, Issue 06

14. Kumar, S. & Yadav, S.S. (2002). Satisfaction level from labour welfare schemes in sugar factories of Gorakhpur division. *The Indian Journal of Economic*, 33(329), 171-188.
15. Patro, C.S. (2014). A Study on the Impact of Employee Retention Policies on Organisation Productivity in Private Sector. *International Journal of Asian Business and Information Management*, 5(3), 48-63. DOI: 10.4018/ijabim.2014070104.

Corresponding Author

Shivam Tiwari*

Research Scholar, Lucknow School of Commerce
and Management